

JAN 17 2025

A BILL FOR AN ACT

RELATING TO THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. The legislature finds that the department of
2 human resources development is responsible for administering the
3 civil service system for the executive branch, including
4 recruitment and hiring of new employees. The legislature
5 further finds that the department often struggles to respond to
6 applicants in a timely manner, thus decreasing the quality of
7 applicants in the applicant pool. In some cases, by the time
8 the department responds to potential applicants, the applicant
9 has already accepted another job elsewhere. The legislature
10 recognizes that centralizing hiring within the department of
11 human resources development is inefficient and contributes to
12 the high vacancy rates and labor shortages in state departments.

13 Accordingly, the purpose of this Act is to authorize
14 executive branch departments to select applicants from the
15 department of human resources development applicant pool for
16 initial screening.



1 SECTION 2. Section 76-22.5, Hawaii Revised Statutes, is
2 amended to read as follows:

3 "§76-22.5 Recruitment. (a) The director shall adopt
4 rules in accordance with sections 76-1 and 78-1 to determine,
5 establish, and maintain the manner in which civil service
6 positions are to be filled. The director shall seek continuous
7 improvements to streamline the recruitment process so that
8 positions are filled in the most economic, efficient, and
9 expeditious manner possible. This includes maximizing use of
10 new technologies and developing more efficient alternatives to
11 ensure the availability of qualified applicant pools whether it
12 involves a change in the manner in which initial appointments
13 are to be made, increased delegation to departments, or
14 decentralization to appointing authorities, as necessary and
15 appropriate.

16 (b) Except as otherwise provided by law, the director
17 shall ensure that each department in the executive branch has
18 access to the pool of applicants for vacant civil service
19 positions within that department. Each department shall be able
20 to select applicants from the pool for initial screening and
21 hiring."



1 SECTION 3. New statutory material is underscored.

2 SECTION 4. This Act shall take effect upon its approval.

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INTRODUCED BY:

Kurt Feilb



S.B. NO. 631

Report Title:

DHRD; Executive Branch; Departments; Hiring; Recruitment;
Employment; Applicant Pool

Description:

Requires the Department of Human Resources Development to allow other executive branch departments to select applicants for civil service positions from the applicant pool for initial screening.

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